



PSA ENTERPRISE BARGAINING



SALARIED ENTERPRISE AGREEMENT - GOVERNMENT TABLES OFFER

The government today tabled their offer for a new enterprise agreement for salaried employees.

The offer follows extensive negotiations by the PSA on your job protection provisions, and more recent intensive negotiations with the government on matters PSA members have said are important to you. The employment conditions in the terms of offer represent the positions reached in negotiations between the PSA and the government. The conditions are based on the matters covered in our letter to the Declared Employer of Public Sector Employees and provided to members on 22 September 2021.

Members have consistently told us the most important things to you are:

- Job Protection
- Retaining our effective redeployment systems and processes (Appendix 1) in the Enterprise Agreement
- Retaining protection from and processes to deal with unreasonable workloads
- Maintaining all existing conditions of employment
- Fair and reasonable wage outcome

As negotiated by the PSA, members' highest priority, our job protection provisions in Appendix 1 RRR, will remain. The proposed new appendix retains the integrity and content of the current Appendix 1. The same processes, responsibilities, requirements, time frames and dollar amounts of the current Appendix 1 are retained in the government's proposal for those declared excess. The principal proposed change is in relation to the process immediately before declaring an employee excess. The government's proposed Appendix 1 would apply only to those formally declared excess.

The PSA's negotiations have also resulted in the existing conditions of employment being retained, including no changes to the consultation and grievance and dispute resolution processes. Protections from unreasonable workloads will also remain under the terms of the offer. These matters have been the priority concerns of members since negotiations began.

The Government's offer includes 4 pay rises of 1.5% during a 3 year agreement, backdated to the first full pay period in August 2021. Pay rises will apply in August rather than October in the following three years. There is also a one-off \$1000 payment for full-time and pro-rata for part-time employees, payable following the approval of the enterprise agreement.

Allowances and on-call rates in the enterprise agreement will be increased in line with the general salary increases and operative dates.

A number of improvements to conditions based on the PSA's proposals also form part of the terms of the offer, including:

- Greater protections against inappropriate behaviours, bullying and harassment in the workplace, including sexual harassment. Key points are identifying that these behaviours will not be tolerated, and providing some definitions around what is and what is not bullying and



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harassment.

- Mental Health First Aid Training, including a stronger definition and refresher course training
- Objects and commitments that are balanced between the parties and represent shared understanding and aspirations of the operation of a new agreement.
- A new type of leave to support new Long-term Foster Carers (6 weeks).
- Increasing the scope of who can share parental leave where both prospective parents are employed in the Public Sector (currently can only be shared if both under the same EA).
- No disadvantage from transferring to a Safe Job - amendment to ensure that the pay and conditions of an employee transferred to a safe job remain the same as if the employee remained in their regular job.
- Emergency Services Leave (5 Days) – aim is to bring this into line with Federal provisions (20 Days) for volunteers of emergency services organisations.
- Commitment to establishing a Workplace Flexibility Agreement for CFS/SES employees which addresses their terms and conditions, and classifications, including during operational incidents.
- A review of the Operational Services and Professional Officers stream classification materials, including exploring the inclusion of technical officers into that stream.
- Updating Schedule 1.2A for progression of Psychologists who undertake endorsed supervision to reflect the decision of the full bench of the SAEC.
- Inclusion of Radiographers and Radiotherapists to the group of eligible AHP disciplines to open up AHA stream to those assisting in these areas.
- Amending the AHA-3 WLDs to relax the range of tasks an AHA-3 must undertake (currently overly prescriptive)

Members standing firm for your conditions over a long period of time has resulted in the government moving from their original harsh, hostile, and disrespectful agenda to the terms of offer we have received today. The government's original position was to:

- Remove Appendix 1, Redeployment, Retraining and Redundancy (RRR) from your enterprise agreement
- Slash the 12 month redeployment period
- Remove all RRR accountability, turning Appendix 1 into a page and a half unenforceable policy
- Cut consultation clauses to reduce matters that require consultation
- Cut the dispute resolution clauses to minimise capacity for employees and unions to resolve disputes
- Change the long established definition of status quo in disputes such that it only applies if there is a WHS risk
- Remove Mental Health First Aid Training
- Change the way the rate of pay during maternity leave is calculated

The PSA will now arrange for meetings of members to discuss the terms of offer before providing a response to the government.

All members are encouraged to attend a PSA Member Meeting in your area. Details of the meetings will be provided in the coming days.

YOUR UNION, YOUR VOICE, YOUR AGREEMENT



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Contact: youragreement@psaofsa.asn.au

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Please distribute to all PSA Members covered by the South Australian Modern Public Sector

Enterprise Agreement: Salaried 2017.



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